

**FERMCO
PROJECT LABOR AGREEMENT ACRONYMS
and CRAFT ABBREVIATIONS**

AAA	AMERICAN ARBITRATION ASSOCIATION
AXA	APPENDIX A of the PROJECT LABOR AGREEMENT
BAT	BUREAU of APPRENTICESHIP and TRAINING, DEPARTMENT OF LABOR, USG
BTD	BUILDING and CONSTRUCTION TRADES DEPARTMENT, AFL-CIO
CEOSH	COMPREHENSIVE ENVIRONMENTAL OCCUPATIONAL SAFETY and HEALTH PROGRAM
CLRC	CONSTRUCTION LABOR RESEARCH COUNCIL
CIR	COUNCIL on INDUSTRIAL RELATIONS
CPI	CONTINUOUS PERFORMANCE IMPROVEMENT
DBA	DAVIS-BACON ACT and RELATED STATUTES
DFC	DISCHARGE FOR CAUSE
DOE	DEPARTMENT OF ENERGY, UNITED STATE GOVERNMENT
DOL	DEPARTMENT OF LABOR, UNITED STATES GOVERNMENT
EC	EXECUTIVE COMMITTEE OF LMCC
ERMC	ENVIRONMENTAL RESTORATION MANAGEMENT CONTRACT (or) CONTRACTOR
ES&H	ENVIRONMENTAL, SAFETY and HEALTH
FEMP	FERNALD ENVIRONMENTAL MANAGEMENT PROJECT
FERMCO	FERNALD ENVIRONMENTAL RESTORATION MANAGEMENT CORPORATION
FFD	FITNESS FOR DUTY (combined with Substance Abuse Program)
GCBCTC	GREATER CINCINNATI BUILDING and CONSTRUCTION TRADES COUNCIL
GF	GENERAL FOREMAN

**FERMCO
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H&W	HEALTH and WELFARE FUND(S)
IJDB	IMPARTIAL JURISDICTIONAL DISPUTE BOARD
IR	INDUSTRIAL RELATIONS
JAC	JOINT APPRENTICESHIP and/or TRAINING COMMITTEE
JCC	JOINT CONFERENCE COMMITTEE (i.e. the Grievance Committee)
LMCC	LABOR-MANAGEMENT COOPERATIVE COMMITTEE
LØA	LETTER OF ASSENT
LTS	LOWER TIER SUBCONTRACTOR (i.e. Sub Subcontractors)
MOA	MEMORANDUM OF AGREEMENT
NJ	NON JOURNEYMAN
NLRA	NATIONAL LABOR RELATIONS ACT
OJT	ON the JOB TRAINING
PLA	PROJECT LABOR AGREEMENT
RFQ	REQUEST FOR QUOTATION
RIF	REDUCTION IN FORCE
SAP	SUBSTANCE ABUSE PROGRAM (i.e. Drug and Alcohol Testing)
SB/SDB	SMALL BUSINESS/SMALL DISADVANTAGED BUSINESS CONCERNS
SCA	SERVICE CONTRACT ACT and RELATED STATUTES
SRC	SUBCONTRACT REVIEW COMMITTEE
SSC	STANDING SUB COMMITTEES (i.e. of the LMCC)

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SUB	SUPPLEMENTAL UNEMPLOYMENT BENEFITS
TQM	TOTAL QUALITY MANAGEMENT
TSHP	TEMPORARY SUMMER HELP PROGRAM
VQ	VOLUNTARY QUIT
W/FP	WAGE/FRINGE PACKAGE of PLA APPENDIX A
W/FS	WAGE/FRINGE SURVEY(S)
WS	WAGE SCHEDULE(S)
USG	UNITED STATES GOVERNMENT

**FERMCO
PROJECT LABOR AGREEMENT ACRONYMS
and CRAFT ABBREVIATIONS**

CRAFT ABBREVIATIONS

AW	ASBESTOS WORKERS	MW	MILLWRIGHTS
BM	BOILERMAKERS	OE	OPERATING ENGINEERS
BL	BRICKLAYERS	PA	PAINTERS
CP	CARPENTERS	PD	PILE DRIVERS
CM	CEMENT MASONS	PF	PIPEFITTERS
EL	ELECTRICIANS (in)	PL	PLUMBERS
EO	ELECTRICIANS (out)	PR	PLASTERERS
FL	FLOOR LAYERS	RF	ROOFERS
GL	GLAZIERS	SM	SHEETMETAL WORKERS
IR	IRONWORKERS (Rebar)	SF	SPRINKLER FITTERS
IS	IRONWORKERS (Structural)	TF	TILE FINISHERS
LA	LATHERS	TL	TILE LAYERS
LB	LABORERS	TN	TEAMSTERS

PLA Grievance No. _____ Date _____

Category/Index Code _____ Union _____

Employer _____

Employer Tracking No. _____ Union Tracking No. _____

Grievant _____ SS No. _____

Date Grievance Occurred _____

Nature of Grievance, be specific (attach additional pages as required)

State PLA Article(s) and/or PLA Section(s) allegedly violated

Article(s)Section(s)

Settlement Desired _____

Date _____ Signature of Grievant _____

Date _____ Signature of Union Rep. _____

PLA No. _____

Date _____

Grievant _____

Union _____

STEP 1

Resolution _____

Date _____

Grievant _____

Date _____

Supervisor _____

STEP 2

Disposition of Grievance _____

Date _____

Employer Rep. _____

Date _____

Union Rep. _____

STEP 3

Disposition of Grievance _____

Date _____

Ind. Rel. Mgr. _____

Date _____

BM or Int. Rep. _____

**APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 1.4

Craft Designation:

ASBESTOS WORKERS (AW)

WAGES:

Classifications	Rate	Special Conditions
Journeyman	\$21.13	
Foreman	\$22.13	Journeyman plus \$1.00
General Foreman	\$22.63	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		Reference "Apprentice Classifications"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$2.92	Per hour paid, contribution (Does not increase on overtime)
Pension(s)	\$4.10	Per hour paid, contribution. (Does not increase on overtime)
App. and Training(s)	\$0.13	Per hour worked, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE:

Classification	Base Wage	H&W	Pension	Apprentice
1st Year	\$8.40	\$2.40	\$0.30	\$0.13
2nd Year	\$8.90	\$2.40	\$0.30	\$0.13
3rd Year	\$11.40	\$2.40	\$1.55	\$0.13
4th Year	\$12.90	\$2.40	\$1.55	\$0.13
5th Year	\$14.40	\$2.40	\$1.55	\$0.13

**APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 2.4

Craft Designation:

BOILERMAKERS (BM)

WAGES:

Classifications	Rate	Special Conditions
Journeyman	\$22.69	
Foreman	\$23.69	Journeyman plus \$1.00
General Foreman	\$24.19	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		Reference "Apprentice Classifications"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$3.55	Per hour worked, contribution.
Pension(s)	\$4.50	Per hour paid, contribution.
App. and Training(s)	\$0.36	Per hour worked, contribution.
Savings	\$0.60	Per hour paid, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE:

Class.	Base Wage	H&W	Pension	Apprentice
1A	\$15.88	\$3.55	\$4.50	\$0.36
1B	\$17.02	\$3.55	\$4.50	\$0.36
2A	\$18.15	\$3.55	\$4.50	\$0.36
2B	\$19.29	\$3.55	\$4.50	\$0.36
3A	\$19.85	\$3.55	\$4.50	\$0.36
3B	\$20.42	\$3.55	\$4.50	\$0.36
4A	\$20.99	\$3.55	\$4.50	\$0.36
4B	\$21.56	\$3.55	\$4.50	\$0.36

Note: Base Wage Rate is calculated as a percent of the Journeyman Base Wage Rate.
Special Conditions: Hazardous Material Helper (HMH) classification is recognized for the Fernald site.

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WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 3.4

Craft Designation: **BRICKLAYERS (BL)**

WAGES:

Classifications	Rate	Special Conditions
Journeyman:		
Bricklayer (BL)	\$19.78	
Tile Finisher (TF)	\$17.27	
Tile Layers (TL)	\$21.11	
Foreman	\$20.78	Journeyman plus \$1.00
General Foreman	\$21.28	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		Reference "Apprentice Classifications"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$2.69	Per hour worked for Bricklayers, contribution.
	\$2.49	Per hour worked for Tile Finishers and Tile Layers, contribution.
Pension(s)	\$2.50	Per hour paid, Bricklayers, contribution
	\$2.00	Per hour paid, Tile Finishers and Tile Layers, contribution
App. and Training(s)	\$0.40	Per hour worked for Bricklayers, contribution.
	\$0.02	Per hour worked for Tile Finishers and Tile Layers, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

See following page for Special Conditions.

**APPRENTICE:
BRICKLAYERS**

Class.	Base Wage	H&W	Pension	Apprentice
1st 6 Months	50%	\$2.69	\$2.50	\$0.40
2nd 6 Months	55%	\$2.69	\$2.50	\$0.40
3rd 6 Months	60%	\$2.69	\$2.50	\$0.40
4 th 6 Months	65%	\$2.69	\$2.50	\$0.40
5th 6 Months	70%	\$2.69	\$2.50	\$0.40
6th 6 Months	75%	\$2.69	\$2.50	\$0.40
7th 6 Months	80%	\$2.69	\$2.50	\$0.40
8th 6 Months	90%	\$2.69	\$2.50	\$0.40

TILE FINISHERS

Class.	Base Wage	H&W	Pension	Apprentice
1st 6 Months	55%	\$2.49	\$2.00	\$0.02
2nd 6 Months	60%	\$2.49	\$2.00	\$0.02
3rd 6 Months	65%	\$2.49	\$2.00	\$0.02
4th 6 Months	70%	\$2.49	\$2.00	\$0.02
5th 6 Months	80%	\$2.49	\$2.00	\$0.02
6th 6 Months	90%	\$2.49	\$2.00	\$0.02

TILE LAYERS

Class.	Base Wage	H&W	Pension	Apprentice
1st 6 Months	70%	\$2.49	\$2.00	\$0.02
2nd 6 Months	90%	\$2.49	\$2.00	\$0.02

Note:

Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.

APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.2

Dated 02/01/98
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 5.0

Craft Designation:

CARPENTERS (CP)

WAGES:

Classifications	Rate	Special Conditions
Journeyman:		
Carpenters (CP)	\$20.89	
Floor Layers (FL)	\$20.89	
Lathers (LA)	\$20.89	
Piledrivers (PD)	\$20.89	
Foreman	\$21.89	Journeyman plus \$1.00
General Foreman	\$22.39	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		Reference "Apprentice Classifications"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$2.30	Per hour worked, contribution.
Pension(s)	\$2.20	Per hour worked, contribution.
App. and Training(s)	\$0.18	Per hour worked, contribution.
Vacation(s)	\$0.00	Deduction from pay with signed authorization from employee.
Dues (3% of gross)		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Apprentice
1st 6 Months	\$10.45	\$2.30	\$0.00	\$0.18
2nd 6 Months	\$11.59	\$2.30	\$0.00	\$0.18
3rd 6 Months	\$12.53	\$2.30	\$0.00	\$0.18
4 th 6 Months	\$13.58	\$2.30	\$0.00	\$0.18
5th 6 Months	\$14.62	\$2.30	\$2.20	\$0.18
6th 6 Months	\$15.67	\$2.30	\$2.20	\$0.18
7th 6 Months	\$16.71	\$2.30	\$2.20	\$0.18
8th 6 Months	\$18.80	\$2.30	\$2.20	\$0.18

Note: Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.

**APPENDIX A
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WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 5.4

Craft Designation:

CEMENT MASONS (CM)

WAGES:

Classifications	Rate	Special Conditions
Journeyman	\$19.01	
Foreman	\$20.01	Journeyman plus \$1.00
General Foreman	\$20.51	Foreman plus \$1.50
Apprentices (DOL-BAT Registered)		Reference "Apprentice Classifications"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$2.20	Per hour worked, contribution.
Pension(s)	\$2.40	Per hour worked, contribution.
App. and Training(s)	\$0.35	Per hour worked, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Apprentice
1st Year	\$10.46	\$2.20	\$2.40	\$0.35
2nd Year	\$19.71	\$2.20	\$2.40	\$0.35
3rd Year	\$17.11	\$2.20	\$2.40	\$0.35

Note: Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.

APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0

Dated 10/01/97
 Effective from 10/01/97 through 09/30/98
 Supersedes PLA Wage Schedule 6.5

Craft Designation:

ELECTRICIANS (EL)

WAGES:

Classifications	Rate	Special Conditions
Journeyman:	\$20.49	*Fringes: Pension - \$2.27
Lineman (Out)	\$20.49	H&W - \$2.30
Wireman (In)	\$20.49	Appren. - \$.12
Cable Splicer	\$20.49	SUB - \$.65
Groundman*	\$15.68	Annuity - \$1.00
Foreman	\$21.49	Journeyman plus \$1.00
General Foreman	\$21.99	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		Reference "Apprentice Classifications"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$2.30	Per hour worked, contribution.
Pension(s), Local	\$2.40	Per hour worked, contribution.
NEBF	\$0.61	Reps. 3% gross payroll, contribution.
App. and Training(s)	\$0.15	Represents 3/4 of 1% gross payroll, contribution.
Supl. Unemp. (SUB):	\$0.65	Per hour worked, contribution.
Annuity	\$1.00	Per hour worked, contribution.
Dues		Deduction from pay with signed authorization from employee.

See the following page for Special Conditions.

APPRENTICE

Class.	Base Wage	H&W	Pension	SUB A	NEAP
1st Period (0-999 Hrs.)	\$7.17 35%	\$2.30	\$1.22	\$0.00	\$0.50
2nd Period (1000-1999 Hrs.)	\$8.20 40%	\$2.30	\$1.25	\$0.00	\$0.50
3rd Period (2000-3499 Hrs.)	\$9.22 45%	\$2.30	\$1.36	\$0.65	\$1.00
4th Period (3500-4999 Hrs.)	\$10.25 50%	\$2.30	\$1.51	\$0.65	\$1.00
5th Period (5000-6499 Hrs.)	\$11.27 55%	\$2.30	\$1.66	\$0.65	\$1.00
6th Period (6500-8000 Hrs.)	\$14.34 70%	\$2.30	\$2.11	\$0.65	\$1.00

Vacation Deduction:

Period 1	\$0.00
Period 2	\$0.00
Period 3	\$0.68
Period 4	\$0.75
Period 5	\$0.83
Period 6	\$1.05

Note: Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate. Benefits paid on hours worked,

Special Conditions: Article IX, Grievance Procedure and Arbitration Step 4: the following language applies to IBEW/NECA employers only:

Should the grievance not be resolved at Step 3, it shall then, by joint agreement, be referred to the Council on Industrial Relations (CIR) for the Electrical Contracting Industry for adjudication. The Council's decisions shall be final and binding on both parties hereto. The no strike and no lockout language of the PLA shall apply.

**APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 7.4

Craft Designation:

GLAZIERS (GL)

WAGES:

Classifications	Rate	Special Conditions
Journeyman:	\$19.80	
Foreman	\$20.80	Journeyman plus \$1.00
General Foreman	\$21.30	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$0.00	Per hour worked, contribution.
Pension(s)	\$2.50	Per hour paid, contribution. Does not increase on overtime.
App. and Training(s)	\$0.30	Per hour paid, contribution. Does not increase on overtime.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Apprentice
1st 6 Months	\$7.92	\$0.00	\$0.00	\$0.30
2nd 6 Months	\$8.91	\$0.00	\$0.00	\$0.30
3rd 6 Months	\$8.91	\$0.00	\$0.00	\$0.30
4 th 6 Months	\$9.90	\$0.00	\$0.00	\$0.30
5th 6 Months	\$10.89	\$0.00	\$2.50	\$0.30
6th 6 Months	\$11.88	\$0.00	\$2.50	\$0.30
7th 6 Months	\$12.87	\$0.00	\$2.50	\$0.30
8th 6 Months	\$13.86	\$0.00	\$2.50	\$0.30

Note: Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.

APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 8.5

Craft Designation: **IRON WORKERS - ROD BUSTERS(IR)**

WAGES:

Classifications	Rate	Special Conditions
Journeyman:	\$22.31	
Foreman	\$23.31	Journeyman plus \$1.00
General Foreman	\$23.81	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$2.60	Per hour paid, contribution. Does not increase on overtime.
Pension(s)	\$3.70	Per hour paid, contribution. Does not increase on overtime.
App. and Training(s)	\$0.11	Per hour paid, contribution. Does not increase on overtime.
Annuity	\$1.22	Per hour paid, contribution. Does not increase on overtime.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Annuity	Apprentice
0-1999 Hrs.	\$13.39	\$2.60	\$3.70	\$1.22	\$0.11
2000-3999 Hrs.	\$16.73	\$2.60	\$3.70	\$1.22	\$0.11
4000-5999 Hrs.	\$18.96	\$2.60	\$3.70	\$1.22	\$0.11
6000 - Over Hrs	\$22.31	\$2.60	\$3.70	\$1.22	\$0.11

Note: Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.

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WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 9.8

Craft Designation: **IRON WORKERS - STRUCTURAL (IS)**

WAGES:

Classifications	Rate	Special Conditions
Journeyman:	\$20.91	
Foreman	\$21.91	Plus \$1.00
General Foreman	\$22.41	Plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$2.60	Per hour worked, contribution.
Pension(s)	\$3.70	Per hour worked, contribution.
App. and Training(s)	\$0.23	Per hour worked, contribution.
Drug Testing	\$0.01	Per hour worked, contribution.
Annuity		Per hour paid, contribution.
	\$2.00	Straight Time
	\$3.00	Premium Time
	\$4.00	Double Time
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Annuity	Apprentice
1st Year	\$10.46 (50%)	\$2.60	\$3.70	\$2.00	\$0.23
2nd Year	\$12.55 (60%)	\$2.60	\$3.70	\$2.00	\$0.23
3rd Year	\$14.64 (70%)	\$2.60	\$3.70	\$2.00	\$0.23
4th Year	\$17.77 (85%)	\$2.60	\$3.70	\$2.00	\$0.23

Note: Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.
Drug Testing: \$.01 for all four years.
Annuity: Straight \$2.00; Premium \$3.00; Double \$4.00

**APPENDIX A
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WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 10.4

Craft Designation:

LABORERS (LB)

WAGES:

Classifications	Rate	Special Conditions
Journeyman:	\$18.82	
Group A	\$18.82	
Group B	\$19.07	
Group C	\$18.42	
Group D	\$16.42	
Foreman	\$19.82	Journeyman plus \$1.00
General Foreman	\$20.32	Journeyman plus \$1.50

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$2.20	Per hour worked, contribution.
Pension(s)	\$1.60	Per hour worked, contribution.
AGC & Training(s)	\$0.15	Per hour worked, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

See following page for Special Conditions.

Special Conditions:

Group A:

General Laborers; Building Laborers, HAZMAT and Decontamination Laborers, also environmental remediation and restoration activity as assigned solely by the employer.

Group B:

Power tools; and air tools (excluding regular power hand tools); Mason Tenders or other Tenders.

Group C:

Demolition, as defined under Service Contract Act (SCA) and/or the Davis-Bacon Act (DBA).

Group D:

New Laborers with less than 1000 hours experience and may include: fire watch; flag person; traffic control; watchman; housekeeping; landscaping (new work); escorts; janitors (SPECIAL DESIGNATED AREAS); and drinking water crews.

- (1) New Laborers with less than 1000 hours of experience do not receive pension for first 1000 hours.
- (2) New Laborers who have successfully completed the Laborers-AGC Training Programs shall qualify as Journeymen Laborers after 500 hours OJT.

Additional work functions for Laborer classification B, C, and D may be added or deleted by joint agreement between Laborers Business Manager and Fluor Daniel Fernald Industrial Relations manager. Joint agreement will be reduced to a written Memorandum of Agreement (MOA).

Laborers working in different classifications or groups in one full shift shall receive the higher rate of pay for the full shift.

Group C wage rate not applicable to Fluor Daniel Fernald designated "Craft Support Subcontractor".

APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.3

Dated 02/01/98
 Effective from 10/01/97 through 09/30/98
 Supersedes PLA Wage Schedule 5.0

Craft Designation:

MILLWRIGHTS (MW)

WAGES:

Classifications	Rate	Special Conditions
Journeyman	\$20.80	
Foreman	\$21.80	Journeyman plus \$1.00
General Foreman	\$22.30	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$2.30	Per hour worked, contribution.
Pension(s)	\$3.05	Per hour worked, contribution.
App. & Training(s)	\$0.20	Per hour worked, contribution.
Annuity	\$1.45	Per hour worked, contribution
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Apprentice
1st 6 Months	\$12.92	\$2.30	\$0.00	\$0.20
2nd 6 Months	\$13.78	\$2.30	\$0.00	\$0.20
2nd Year	\$16.28	\$2.30	\$0.00	\$0.20
3rd Year	\$18.05	\$2.30	\$0.00	\$0.20
4th Year	\$18.91	\$2.30	\$0.00	\$0.20

**APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 12.4

Craft Designation: **OPERATING ENGINEERS (OE)**

WAGES:

Classifications	Rate	Special Conditions
Journeyman:	\$22.74	
Group A	\$22.74	
Group B	\$22.62	
Group C	\$21.58	
Group D	\$21.15	
Group E	\$17.29	
Master Mechanic	\$22.99	Journeyman plus \$.25
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$3.61	Per hour paid, contribution Does not increase on overtime.
Pension(s)	\$2.25	Per hour paid, contribution. Does not increase on overtime.
App. & Training(s)	\$0.30	Per hour paid, contribution.
ED & Safety Fund	\$0.04	Does not increase on overtime. Per hour paid, contribution. Does not increase on overtime.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Apprentice	ED & Safety
1st Year	\$11.37	\$3.61	\$2.25	\$0.30	\$0.04
2nd Year	\$13.64	\$3.61	\$2.25	\$0.30	\$0.04
3rd Year	\$15.92	\$3.61	\$2.25	\$0.30	\$0.04
4th Year	\$18.19	\$3.61	\$2.25	\$0.30	\$0.04

TRAINEE (Group B Bulldozer Rate)

Class.	Base Wage	H&W	Pension	Apprentice	ED & Safety
1st Year	\$13.64	\$3.61	\$2.25	\$0.30	\$0.04
2nd Year	\$13.64	\$3.61	\$2.25	\$0.30	\$0.04
3rd Year	\$17.06	\$3.61	\$2.25	\$0.30	\$0.04
4th Year	\$20.47	\$3.61	\$2.25	\$0.30	\$0.04

Note:

Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.

Special Conditions:

Master Mechanics, Group A classifications, and Oilers when part of a crew shall be employed on a WEEKLY COMPENSATION basis.

All other employees shall be employed on an HOURLY COMPENSATION basis, unless notified by the employer not to report to work, shall receive two (2) hours pay for reporting to work. If the employee starts to work, he shall receive four (4) hours pay, if he works over four (4), he shall receive eight (8) hours pay. For inclement weather only it will be 2,4,6, and 8 hours of pay increments.

Oilers are required on equipment of two (2) yard capacity (bucket or hoe) and over and over eighty (80) ton cable crawler cranes. Oilers are required on all truck cranes, tower cranes, rotary drills on caisson work, draglines, piledriving machines, standard gauge locomotives and trench machines (over 24" wide). Oiler classifications are not applicable to scrapers, dozers, loaders, etc.

Boom pay of \$.50 per hour worked will be recognized for lattice boom crane Operator (only) with combined main boom and live jib over 150 feet in length.

Special Conditions (Continued)

Group A:	Group B:	Group C:	Group D:	Group E:
Boom Trucks	Asphalt Pavers	A-frames	Ballast Relocators	Boilers
Cableways	Bulldozers	Air compressors	Backfillers and Tampers	Light Plant Operators
Cherry Pickers	C.M.I type Eq.	Shafts or tunnels	Batch Plant Operators	Masonry Forklifts
Combination:	Concrete:	Asphalt rollers	Bobcat/Skid steer loaders	Oilers/Signalman
Concrete Mixers & Towers	Grinder/Planer	Boilers	Burlap and Curing Machines	Power Driven Heaters
All Concrete Pumps with Booms	Endloaders	Concrete pumps	Cleplanes	Power Scrubbers
Cranes (all types)	Kolman-type Loaders	without booms,	Compressors	Power Sweepers
Derricks (all types)	Lead Greasemen	5" system	Concrete Mixers	Seamers
Draglines	Mucking Machines	Forklifts	Concrete pumps	Pumps
Dredges	Pettibone-Rail Eq.	Hoists	(without booms)	(under 4")
Elevating Graders	Power Graders	(with one drum)	4" or smaller system	Submersible Pumps
or Euclid Loaders	Power Scoops	House Elevators	Concrete Spreading Machines	(under 4")
Gradalls	Power Scrapers	Man lifts	Conveyors	
Helicopter Operators	Push Cats	Mud Jacks	Crushers	
and Winch Operators	Vermeer-type Concrete saw	Pressure Grouting	Drum Fireman	
Hoes (all types)		Pump Operators	in asphalt plants	
Hoists		(well points)	Farm-type tractors	
(two or more drums)		Pumps	Finishing Machines	
Hydraulic Gantry		4" and over	Form Trenchers	
Laser finishing Machines		Submersible Pumps	Generators	
Lift Slab or Panel Operators		Switch & Tile Tampers	Guniting Machines	
Locomotives		Trench Machines	Hydro-seeders	
Maintenance Engineers		(24" and under)	Pavement Breakers	
(Mechanics and Welders)		Utility/Small Eq. Op.	Post Drivers	
Mixers			Pressure Pumps	
Paving Mobile Concrete Pumps			(over 1/2")	
with booms			Road Widening Trenchers	
Pile Drivers			Rollers	
Power Shovels			(except asphalt)	
Prentice Loader			Self-Propelled Power Spreaders	
Rotary Drills			and sub-graders	
Rail tamper			Shotcrete Machines	
Side Booms			Tractors pulling sheepfoot	
Slip form Pavers			VAC/ALLS	
Straddle Carriers			Vibratory Compactors	
Trench Machines (over 24" wide)			Welder Operators	
Piggyback Operator			Post Hole Diggers	

APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0

Dated 10/01/97
 Effective from 10/01/97 through 09/30/98
 Supersedes PLA Wage Schedule 13.4

Craft Designation:

PAINTERS (PA)

WAGES:

Classifications	Rate	Special Conditions
Journeyman:	\$21.92	
Blasting	\$22.67	Journeyman plus \$.75
Brush	\$21.92	
Spray	\$22.42	Journeyman plus \$.50
Foreman	\$22.92	Journeyman plus \$1.00
General Foreman	\$23.42	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$1.85	Per hour worked, contribution.
Pension(s)	\$1.90	Per hour paid, contribution. Does not increase on overtime.
App. & Training(s)	\$0.30	Per hour worked, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Classification	Base Wage	H&W	Pension	Apprentice
1st Year	\$8.42 (45%)	\$1.85	\$0.05	\$0.15
2nd Year	\$10.29 (55%)	\$1.85	\$0.05	\$0.15
3rd Year	\$11.22 (60%)	\$1.85	\$0.80	\$0.15
4th Year Adv.	\$12.16 (65%)	\$1.85	\$0.90	\$0.15
5th Year Adv.	\$14.03 (75%)	\$1.85	\$0.90	\$0.15
6th Year Adv.	\$14.03 (75%)	\$1.85	\$0.90	\$0.15

Note: Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.

**APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 14.5

Craft Designation:

PIPEFITTERS (PF)

WAGES:

Classifications	Rate	Special Conditions
Journeyman	\$24.35	
Foreman	\$25.35	Journeyman plus \$1.00
General Foreman	\$25.85	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$2.40	Per hour paid, contribution.
Pension(s)	\$2.91	Per hour paid, contribution.
App. & Training(s)	\$0.21	Per hour paid, contribution.
Supl. Unemp. (SUB)	\$0.38	Per hour paid, contribution.
Drug Free Workplace	\$0.02	Per hour paid, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Apprentice
1st Year	\$9.74	\$2.02	\$0.00	\$0.21
2nd Year	\$10.71	\$2.02	\$0.00	\$0.21
3rd Year	\$11.69	\$2.21	\$1.58	\$0.21
4th Year	\$13.39	\$2.21	\$1.58	\$0.21
5th Year	\$17.05	\$2.40	\$2.91	\$0.21

Note: Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.
SUB = \$.38 for all five (5) years.

Special Conditions: When the employer and Union arrange for testing or accepting MCA certifications, the welders who test will be compensated.

**APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 15.4

Craft Designation:

PLASTERERS (PR)

WAGES:

Classifications	Rate	Special Conditions
Journeyman	\$21.83	
Foreman	\$22.83	Journeyman plus \$1.00
General Foreman	\$23.33	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$0.00	Per hour paid, contribution.
Pension(s)	\$2.50	Per hour paid, contribution.
App. & Training(s)	\$0.15	Per hour paid, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Apprentice
1st 900 Hrs.	\$9.82	\$0.00	\$1.50	\$0.15
2nd 900 Hrs.	\$10.92	\$0.00	\$1.50	\$0.15
3rd 900 Hrs.	\$12.01	\$0.00	\$1.50	\$0.15
4th 900 Hrs.	\$13.10	\$0.00	\$1.50	\$0.15
5th 900 Hrs.	\$14.19	\$0.00	\$1.50	\$0.15
6th 900 Hrs.	\$15.28	\$0.00	\$1.50	\$0.15
7th 900 Hrs.	\$17.46	\$0.00	\$1.50	\$0.15
8th 900 Hrs.	\$19.65	\$0.00	\$1.50	\$0.15

Note:

Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.

**APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 16.4

Craft Designation:

PLUMBERS (PL)

WAGES:

Classifications	Rate	Special Conditions
Journeyman	\$22.93	
Foreman	\$23.93	Journeyman plus \$1.00
General Foreman	\$24.43	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$3.79	Per hour paid, contribution.
Pension(s)	\$3.10	Per hour paid, contribution.
Supl. Unemp. (SUB)	\$0.70	Per hour paid, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension
1st Year	\$11.47	\$3.79	\$0.00
2nd Year	\$13.76	\$3.79	\$0.00
3rd Year	\$16.05	\$3.79	\$3.10
4th Year	\$17.20	\$3.79	\$3.10
5th Year	\$19.49	\$3.79	\$3.10

Note: Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.
SUB = \$0.00 first year, \$.70 for the remaining four (4) years.

**APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 17.4

Craft Designation:

ROOFERS (RF)

WAGES:

Classifications	Rate	Special Conditions
Journeyman	\$23.07	
Foreman	\$24.07	Journeyman plus \$1.00
General Foreman	\$24.57	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$0.00	Per hour worked, contribution.
Pension(s)	\$2.80	Per hour worked, contribution.
App. & Training(s)	\$0.08	Per hour worked, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Apprentice
1st Year	\$13.84	\$0.00	\$0.00	\$0.08
2nd Year	\$16.15	\$0.00	\$0.00	\$0.08
3rd Year	\$18.46	\$0.00	\$0.00	\$0.08

Note: Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.

**APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 18.4

Craft Designation:

SHEET METAL WORKERS (SM)

WAGES:

Classifications	Rate	Special Conditions
Journeyman	\$20.39	
Foreman	\$21.39	Journeyman plus \$1.00
General Foreman	\$21.89	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$3.07	Per hour paid, contribution.
Pension(s)	\$3.06	Per hour paid, contribution.
App. & Training(s)	\$0.31	Per hour paid, contribution.
Supl. Emp. (SUB)	\$0.70	Per hour paid, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE

Class.	Base Wage	H&W	Pension	Apprentice	Vacation
A1 1st Period	\$8.16	\$2.46	\$1.02	\$0.31	\$0.00
A2 2nd Period	\$8.67	\$2.46	\$1.09	\$0.31	\$0.00
A3 3rd Period	\$9.18	\$2.46	\$1.15	\$0.31	\$0.50
A4 4th Period	\$9.69	\$2.46	\$1.22	\$0.31	\$0.50
A5 5th Period	\$10.20	\$3.07	\$1.28	\$0.31	\$0.50
A6 6th Period	\$11.21	\$3.07	\$1.41	\$0.31	\$0.50
A7 7th Period	\$12.23	\$3.07	\$1.54	\$0.31	\$1.00
A8 8th Period	\$13.25	\$3.07	\$1.66	\$0.31	\$1.00
A9 9th Period	\$14.27	\$3.07	\$1.79	\$0.31	\$1.00
A10 10th Period	\$15.29	\$3.07	\$1.92	\$0.31	\$1.00

Note:

Base Wage Rates are calculated as a percent of Journeyman Base Wage Rate.
Periods are in six (6) month increments.
SUB fund: \$.35 for each period.
Periods 5 through 10: \$.50 contribution to 401(k)

**APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.0**

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 19.4

Craft Designation:

SPRINKLER FITTERS (SF)

WAGES:

Classifications	Rate	Special Conditions
Journeyman	\$22.46	
Foreman	\$23.46	Journeyman plus \$1.00
General Foreman	\$23.96	Journeyman plus \$1.50
Apprentices (DOL-BAT Registered)		See "Apprentice Classification"

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$3.40	Per hour worked, contribution.
Pension(s)	\$2.20	Per hour worked, contribution.
Supplemental Pension	\$0.50	Per hour worked, contribution.
App. & Training(s)	\$0.20	Per hour worked, contribution.
Vacation(s)		Deduction from pay with signed authorization from employee.
Dues		Deduction from pay with signed authorization from employee.

APPRENTICE**INDENTURED BEFORE APRIL 1, 1991****Grade 1 Apprentices**

Class.	Base Wage	H&W	Pension	Apprentice
Class 1	35% (1)	\$3.40	\$0.00	\$0.20
Class 2	39%	\$3.40	\$0.00	\$0.20
Class 3	43%	\$3.40	\$0.00	\$0.20
Class 4	47%	\$3.40	\$0.00	\$0.20

Grade 2 Apprentices

Class.	Base Wage	H&W	Pension	Apprentice
Class 1	50% (2)	\$3.40	\$2.70	\$0.20
Class 2	55%	\$3.40	\$2.70	\$0.20
Class 3	60%	\$3.40	\$2.70	\$0.20
Class 4	65%	\$3.40	\$2.70	\$0.20
Class 5	70%	\$3.40	\$2.70	\$0.20
Class 6	75%	\$3.40	\$2.70	\$0.20
Class 7	80%	\$3.40	\$2.70	\$0.20
Class 8	85%	\$3.40	\$2.70	\$0.20

INDENTURED AFTER APRIL 1, 1991**Grade 1 Apprentices**

Class.	Base Wage	H&W	Pension	Apprentice
Class 1, 6 Months	38% (1)	\$3.40	\$0.00	\$0.20
Class 2, 6 Months	41%	\$3.40	\$0.00	\$0.20
Class 3, 6 Months	45%	\$3.40	\$0.00	\$0.20
Class 4, 6 Months	50%	\$3.40	\$0.00	\$0.20

Grade 2 Apprentices

Class.	Base Wage	H&W	Pension	Apprentice
Class 1, 6 Months	56%	\$3.40	\$2.70	\$0.20
Class 2, 6 Months	62%	\$3.40	\$2.70	\$0.20
Class 3, 6 Months	68%	\$3.40	\$2.70	\$0.18
Class 4, 6 Months	74%	\$3.40	\$2.70	\$0.20
Class 5, 6 Months	80%	\$3.40	\$2.70	\$0.20
Class 6, 6 Months	85%	\$3.40	\$2.70	\$0.20

APPENDIX A
PROJECT LABOR AGREEMENT
WAGE SCHEDULE, REVISION 5.1

Dated 10/01/97
Effective from 10/01/97 through 09/30/98
Supersedes PLA Wage Schedule 20.5

Craft Designation:

TEAMSTERS (TM)

WAGES:

Classifications	Rate	Special Conditions
Journeyman:	\$18.24	
Foreman	\$19.24	Journeyman plus \$1.00
Apprentices (DOL-BAT Registered)		Not Applicable at present time.

FRINGES:

Classifications	Rate	Special Conditions
Health & Welfare	\$3.57	Per hour worked, contribution
Pension(s)	\$2.65	Per hour worked, contribution
Vacation		1 week with 1 year of 60% service. 2 weeks with 2 years of 60% service. 3 weeks with 10 years of 60% service.
Dues		Deduction from pay with signed authorization from employee.

Belly Dumps
End Dumps
Articulated Dump Trucks
Low-Boys
Heavy Duty Equipment
Tandems
Trucks (Including but not limited to):
 4-Wheel Service Trucks
 4-Wheel dump trucks
 Batch Trucks
 Oil Distributors
 Asphalt Distributors